

## **CONTINUING PROFESSIONAL DEVELOPMENT (CPD)**

### **Principles and values:**

**LanguageUK is a community of learning where all staff are involved in a continuous process of improvement and enrichment.**

**LanguageUK is committed to promoting continuous learning.**

**LanguageUK wants to motivate and better its staff and in turn better its students.**

**Continuing Professional Development (CPD) is how this organisation achieves this.**

All teachers are given a schedule of observations - we aim for each observation to be quarterly but the exact timing is subject to change depending on circumstance.

We involve all staff in the day-to-day running of the school, allowing you to understand the challenges that we face and the questions we have to answer. You are given an active role in decisions regarding student progression as well as issues of welfare and pastoral care.

We will organise a formal appraisal on an annual basis; this is an opportunity to speak openly and individually. This appraisal is intended to be both developmental and evaluative; we consider feedback received from students as well as observation performance. We also discuss future plans and requests.

CPD promotes high morale and self-esteem among staff, building a satisfied workforce through personal and professional fulfilment. This is achieved through a variety of levels – through the individual, the team and the whole organisation.

All staff are entitled to high-quality induction and continuing support and development. LanguageUK CPD provision will allow staff to progressively develop skills and abilities, allowing them to build on and reinforce skills and expertise.

In return for a contractual commitment to the school, we are open to providing financial support to any member of staff interested in obtaining a qualification that they feel would be of personal and professional benefit. Please speak to the School Principal, with a detailed proposal of costs and benefits.

Teaching staff at LanguageUK have access to the latest courses, seminars, webinars and can book these through Noel Ensoll Head of English and administration staff through Professor Ece Inan Vice Principle.

**Date Issued Oct 2016**

**Review dates: Oct 2017**

**Revised Sept 2017**

**Reviewed October 2018**

**Reviewed October 2019**